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Mr. Brent Reinke, Idaho Dept. of Correction  
Mr. Dane Watkins, Bonneville Co. Prosecutor

## POST ADMINISTRATION

William Flink, Division Administrator

Tom Tracy, Basic Training Mngr.  
John Parmann, Regional Training Mngr.  
Richard Juengling, Stndrds./Cert. Mngr.  
Patricia Christy, Council Mgmnt. Asst.

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## 164th Basic Patrol Academy Graduates

On June 4, 2010, POST Basic Patrol Academy, Session 164 became the newest class to walk out of POST's hallowed halls to protect and serve the needs of our citizens in The Great State of Idaho. Twenty-nine (29) police officers and sheriff's deputies completed 525 hours of training to make it to graduation day. The class represented 21 law enforcement agencies within Idaho.

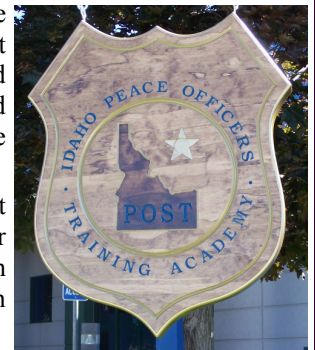
The Graduation Keynote Speaker was Idaho State Police Corporal Fred Rice, who gave the graduates and those in attendance a truly inspirational message for all to carry with

them as they moved on in their lives. Magistrate Kevin Swain from the Fourth Judicial District administered the Oath of Office to the graduates. The class address was presented by Class President Clint Dalton, Mountain Home P.D. The Outstanding Achievement Award was presented to Christopher Matkin from McCall PD, who attained an overall academic average of 93.3% in all areas of instruction. The Tactical Edge Award went to Brett Bateman, Canyon County SO.

Special thanks are acknowledged to Pocatello Police Department Chief James R. Miller for providing the Pocatello Police Honor Guard, and to Boise Police Department Chief Michael F. Masterson for providing the Boise Police Pipes and Drums for the graduation ceremony. Both groups did an outstanding job during the graduation.



Basic Patrol Session 164 by the Idaho Peace Officer Memorial.



## Administrator's Message



William L. Flink

## Greetings Peace Officers:

It is a great honor for me to address Idaho's peace officers in the position of Division Administrator for the Idaho Division of Peace Officer Standards and Training (POST). I take this opportunity with great humility, and as a challenge to bring to each of you, the very best leadership and training programs

that my 34 years of criminal justice experience can deliver.

Idaho POST has always had a great image among our nation's 49 standards and training agencies. Together, we will continue to bring formative, innovative progress in training and criminal justice standards to the benefit of our profession, and for

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## Sheriff Rausch Earns Executive Certification

On June 8, 2010, during the Idaho Sheriff's Association meeting in Coeur d'Alene, POST Council Chairman, Chief Dan Weaver and POST Division Administrator William Flink presented Idaho Sheriff's Association President and Latah County Sheriff Wayne Rausch with the POST Executive Certificate. The POST Executive Certificate is the highest training certificate awarded to executive-level peace officers in the state.

The Executive Certificate requires Chiefs of Police, Sheriffs and Chief Executives of agencies to not only attain a significant number of hours in executive-level training, but to have the Advanced Certificate and/or Management Certificate, plus a minimum of three years service in the position leading their respective agency. POST congratulates Sheriff Rausch for his dedication and effort, and for being a role model for Idaho's law enforcement executives, and subordinate ranks of police and sheriff's deputies in our profession.

Sheriff Rausch becomes one of a hand-full of law enforcement officers in Idaho who are in POST's records system, having achieved this honor.



## Dispatcher Session 52 Graduates From POST

On June 4, 2010, fourteen (14) state and local dispatchers received their basic training certificates, demonstrating the minimum knowledge requirements to serve the communication needs of our criminal justice and emergency service professionals. The class was represented by Canyon County S.O. Dispatcher Jessica Hartley; and ISP Captain Bill Gardiner provided the Keynote Speech at graduation. POST recognized DaNell Hennis from Idaho Falls PD as the "Outstanding Graduate" for the class, for attaining a 94.4% overall academic average during the training program. The "Call for Back-up" award was presented to Whitney Bastian from Canyon County SO. POST wishes all graduates fulfilling and successful careers.

## Lessons In Leadership

*Adapted from: Sanborn & Associates, Inc.*

Everyone matters. Everyone makes a difference.

Who wants to go through life like some kind of vapor, neither interacting with or positively affecting others? Who wants to spend 8-10 hours each day on a job that doesn't matter, and not feel good about their effort when they turn in for the night?

The antidote to insignificance is to live purposefully. To those who think their job isn't significant, leaders remind them to make it significant by how they do it.

A leader understands that what he or she does is significant. The first job of leadership then becomes to prove significance to others; to demonstrate to them their own ability to choose to make a positive difference at every opportunity.

For a police sergeant, directing investigations is activity; making a positive difference in catching the criminal is accomplishment. Managing people is a needed activity, but taking time to lead them is a significant accomplishment.

Seen in that light, what percentage of your day is activity versus accomplishment?

Begin each day with the intention to make a positive difference in what you do, who you do it with, and who you do it for. Remind and demonstrate to those you lead, that they choose to make a positive or negative difference and that, in practical terms, neutrality is a myth. End each day with a quick review: what difference did I make today?

Leadership is about being a difference maker to the difference makers.

**I know in my heart that man is good. That what is right will always eventually triumph. And there's purpose and worth to each and every life.**

Ronald Reagan



## Tom Tracy Announces His Retirement

On June 4th, Tom Tracy, POST Basic Training Manager announced his plans to retire from state government. Mr. Tracy has worked for POST, inspiring both the POST staff and attending students from throughout the state, for more than two years. He has been instrumental in guiding the development of the curriculum, revisions to the basic training program, and leading the basic training coordinators through successful entry-level training for patrol, corrections, detention, and communications dispatcher training programs. He is recognized for his expertise in the field of physical fitness standards and testing. POST extends its gratitude to Mr. Tracy for his service, and wishes him well in his retirement activities. Mr. Tracy has scheduled July 2, 2010, as his final working day at POST.



Tom Tracy  
POST Basic Training Manager

## June POST Council Meeting Summary

On June 10, 2010, the POST Council met at POST facility. The following is a summary of a few of the important issues discussed in the interest of Idaho's criminal justice community. It does not include all items addressed during the June Council Meeting.

The Council met with an agenda of 42 items. There were several decertification cases where the Council rendered decisions. The case decisions included: (1) officer's case dismissed; and 11 officers decertified (actions to be summarized in this month's edition of the re-emerging "POST Integrity Bulletin").

The Council also took action on the following:

1) The state association of Code Enforcement Officers came before the Council to request continued support for their training program, and indicated their intention to seek certification through POST. Decision: the Council has no authority to accept Code Enforcement Officers within the Council's regulatory scheme;

2) Conducted Energy Device (CED) Instructor rules were amended with provisions for CED Master Instructor. Decision: proposed rules to be submitted to IDAPA regulatory process for passage;

3) Amendment requested by POST staff regarding training standards for individuals trained at the POST Academy. This provision adding two additional years towards the applicability of Academy basic training for certification; and provides consistency between Academy training and Vo-Tech training programs. Decision: approved by the Council.

(4) Proposed amendments to the Level I Reserve Officer certification requirements;

(5) Research study to be performed by Dr. Teresa Taylor on Tacit Intelligence for determining officer decision-making from common sense and not learning. Decision: the Council voted to allow the research project to occur using three basic patrol training sessions.

Items to be brought back before the Council during the October 2010 Meeting include:

1) The proposed curriculum for Adult Misdemeanor Probation Officers—the committee is finalizing its work and is to have a recommendation for the Council's consideration and/or approval;

2) K-9 Team Certification provisions adds Juvenile Detention, Juvenile Probation, and Adult Misdemeanor Probation Officers, to classes of officers eligible K-9 certification.

3) Juvenile Detention and Juvenile Probation officer amendments. Lapse of certification and part-time officer status are focus of proposed amendments. Special meeting to be held prior to August 2010 rules submission deadline.

4) Waivers of minimum standards for employment, no evidence to show waived individuals are any less able to perform the employment position; 5% waived have left career field; to be remanded to POST staff for future meeting.

5) Streamlining the Decertification Process and Decertification Investigations were discussed. The Council believed that with the new POST Administrator on board, it would be beneficial to include his thoughts into the subcommittee's work and bring the issue back to the October Council Meeting.

The next POST Council meeting will be held October 7, 2010 in Meridian, Idaho.

### Administrator's Message

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*"Your ideas, comments and suggestions shall always be considered in making POST a better organization."*

the public we serve. POST Council is currently re-examining our statutory mandates and the programs POST produces. Desk audits and systems are being analyzed, to ensure that we stay within the state's funding projections. Staff are in the

process of identifying our needs for FY 2012, and are reviewing the way we do business. All of this effort is directed to make a better, more stable and responsible agency of government.

Finally, it is our hope that this effort to streamline our activities will increase the communications between POST and our clientele, the agencies and individual peace officers we serve. We

will strive to be responsive to your questions, to be accessible, and offer more training on the responsibilities the legislature promulgated POST staff to render for our constituent agencies and citizens of this great state.

Your ideas, comments and suggestions shall always be considered in making POST a better organization. We will live up to our statements of mission, vision and core values; and we will maintain the public's trust.

## POST Level I Reserve Academy Graduates

On June 12, 2010, seventeen (17) volunteer reserve sheriff's deputies and police officers stood before their peers, families and administrators to receive the congratulations for devoting 233 hours of training to prepare them to serve their communities. All of the graduates have full-time careers outside of law enforcement; and they all gave a tremendous amount of personal time, in class and travel, and financed their way to make it to graduation day. That, alone, is



something many other people would not have done in these tough economic times. It says something special about the character of the graduates and their desire to serve for the public good. Deputy Chief LeRoy Forsman from Nampa P.D. was the Graduation Keynote Speaker, and Magistrate Judge Theresa Gardunia from the Fourth Judicial District stressed the importance of a law enforcement officer's ethical responsibilities before administering the Oath of Office to the graduates. Deputy Eric Danielson, Ada County Sheriff's Office and Class President gave the graduating class address, and Deputy Rick McNurlin provided the closing remarks. Special thanks was given to Craig Rhom and Robert Egan, POST Reserve Academy Coordinators, who spent so much of their time, volunteering, to make sure the Academy program was successful.

All of the graduates met Level II training prerequisites before attending the Level I Reserve Officer Academy. Successful completion of the Level I Reserve Academy requires an individual to meet all training prerequisites and complete the same training requirements as full-time officers. The graduates represent the following nine agencies: Ada County S.O., Boise County S.O., Canyon County S.O., Elmore County S.O., Gem County S.O., Gooding P.D., Owyhee County S.O., Twin Falls County S.O., and Washington County S.O.

## ICPA Honored

POST would like to extend congratulations to the Idaho Crime Prevention Association (ICPA), for receiving national recognition for their work on behalf of the citizens of the State of Idaho.



The ICPA was invited to attend the Neighborhoods USA (NUSA) Conference held in Little Rock, Arkansas, in May. They went there to teach a workshop on Crime Prevention and Community Participation. The ICPA delegation included President Charlene Miller, Vice President Larry McGhee (POST), Past President Melissa Delaney (MPD), and Myrna Harris (ACSO). The ICPA won 1st place in the category of Multi-Neighborhood Partnerships for their work on the 2009 Treasure Valley Neighborhood Watch Summit. The award included a plaque and \$500. The delegation gave a presentation and showed the ICPA 2009 NW Summit

video.

The ICPA's honor is recognized by POST, for enhancing the image of Idaho's criminal justice community within the state and our nation.



## POST Fiscal Outlook for FY 2011 "Snug"

Like many local and state government agencies, POST has faced tight budget conditions during fiscal year (FY) 2010, and we expect to do so again in FY 2011. POST Standards, Certifications and Support Manager Dick Juengling reported to the POST Council in June, that POST has gone through a series of budget analyses and belt tightening exercises, and is now in a better position to operate within its limited budget. We have implemented several cost containment measures in recent months, and have identified additional steps that can

be considered over the next several months, if needed. Our first priority is to stay in a position that enables us to meet the on-going training needs of the agencies we serve, while being fiscally responsible in these tough economic times.

POST's fiscal picture is not expected to change during the next two budget years. It is our first priority, to insure that we are managing the POST training budget effectively, in a manner that allows us to stay ahead of the knowledge and legal curve, serving Idaho's criminal justice community.

## IDAHO PEACE OFFICER STANDARDS AND TRAINING

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POST sign at the  
Idaho POST Academy



## POST Administrator Meets With Sheriffs and Chiefs

In June, POST Administrator William Flink was introduced to the Idaho Sheriffs and Idaho Chiefs of Police Associations at their summer conferences. Mr. Flink outlined a philosophy on managing the POST mission, and a vision of partnerships between the associations, the POST Council and POST staff to provide Idaho with a more comprehensive strategy for POST's future development.

With the POST Council's approval, Mr. Flink envisions initiating a process of focus groups to provide expert advice or direction for many of

POST's existing and future projects. Each focus group will be chaired by a member of the Idaho stakeholders affected by the POST program. POST employees will staff focus groups ensuring projects are documented for presentation before POST Council.

### POST MISSION:

*to develop skilled law enforcement professionals who are committed to serving and protecting the people of Idaho.*

Mr. Flink further indicated that these partnerships will make POST more effective, viable, and responsible to the peace officers and public they

serve. Mr. Flink was very clear in his philosophy of what POST's mission is meant to accomplish. He said, POST is like a lawyer who has clients to represent; to provide proper guidance; to ensure the law is well-understood, applied with due respect to the Constitution; that the concept of equal protection under the law is maintained in POST's activities; where the fairness doctrine is pursued and applied; and to provide instruction that reinforces a strong foundation in defense of law enforcement's abilities to better serve our customers, the citizens of Idaho.

## POST PLANS FITNESS CHALLENGE THIS FALL

To emphasize the continuing need for fitness in our law enforcement profession, POST will be sponsoring a "Fitness Challenge" for all peace and correctional officers in September 2010.

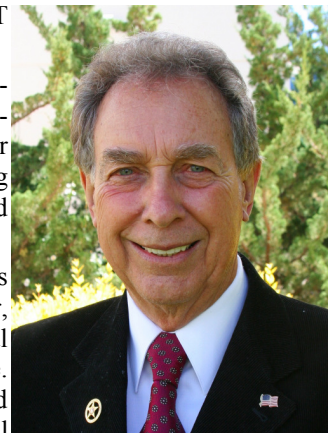
The Fitness Challenge is open to officers who want to demonstrate their fitness and endurance. It will test individual abilities through a series of physical fitness exercises, to include pushups, sit-ups, pull-ups, vertical jump, 1.5 mile run, 300 meter run, bench press, and sit and reach. In addition, the fitness challenge will include a category for department teams that wish to participate in a medley marathon relay race. Department teams will consist of five officers, and run relay distances of 1.5 miles, 3 miles, 5 miles, 7 miles and 10 miles to end the 26.5 mile event. There will be awards in both men and women individual categories, and for the department team event. Stay tuned for more information about the Fitness Challenge.

## Special Thanks to Interim Director Larry Plott

During the past several months, POST has been without a permanent leader. Since Executive Director Jeff Black's departure from POST, the division has been overseen by two interim directors while a nation-wide search was conducted for a new Division Administrator. Mr. Steve Raschke served for four months, and then former POST Director Larry Plott fulfilled the position of Interim Director for three months until the new POST Division Administrator arrived to take the helm of POST.

At the June POST Council meeting, Larry Plott received accolades of appreciation and thanks from the criminal justice community. He prepared POST to meet the expectations of Governor Otter's budget directions for FY 2010, and provided a stabilizing order during a period of uncertainty for the POST staff and Idaho's peace officers.

Mr. Plott served as Idaho's POST Director from 1972 until his retirement in 1995. For his service this year as Interim Director, Mr. Plott was provided with the damaged and well-worn original POST sign, donated by the Idaho Department of Fish & Game. The POST sign, which fell into disrepair from the sun and weather, was replaced by a new POST sign donated by Patrol Academy Session 164 upon their graduation on June 4, 2010.



Interim Director Larry Plott